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BY-LAWS

OF THE

Brotherhood of Telegraphers

OF THE

UNITED STATES AND CANADA,

DISTRICT ASSEMBLY, No. 45

KNIGHTS OF LABOR.

PITTSBURGH:

PRESS OF J. H. BARROWS & CO. 70 FIFTH AVENUE,
1882.

DECLARATION OF PRINCIPLES

FIRST. Believing that man's physical and mental welfare requires that at least one day in seven be accorded him for rest and recreation, we demand the total abolition of Sunday work as a compulsory duty.

SECOND. That eight hours shall constitute a regular day's work and seven hours a regular night's work.

THIRD. That all extra service shall be compensated at the rate of five hours work per day.

FOURTH. That both sexes receive equal pay for equal work.

FIFTH. That all members of this Order shall abstain from teaching our profession, except to a brother, sister, son or daughter; and use all honorable means to suppress fraudulent telegraph colleges.

SIXTH. We believe that by strictly adhering to the above declaration, that we will obtain for our valuable services a good living and not a mere existence; and what is more, we will place ourselves in a position to demand the respect and consideration of all railroad and telegraph officials.

ORDER OF BUSINESS.

ROLL CALL.

READING OF MINUTES OF PREVIOUS MEETING.

REPORTS OF OFFICERS.

REPORTS OF COMMITTEES.

RECEPTION OF BILLS AND COMMUNICATIONS.

UNFINISHED BUSINESS.

NEW BUSINESS.

ADJOURNMENT.

BY-LAWS
OF THE
Brotherhood of Telegraphers
OF THE
UNITED STATES AND CANADA,
District Assembly, No. 45, K. of L.

ARTICLE I.

AUTHORITY.

SECTION 1. This body shall be known as the Brotherhood of Telegraphers of the United States and Canada, D. A., No. 45, Knights of Labor, and shall be composed of duly accredited delegates or alternates from at least five Local Assemblies.

SEC. 2. This D. A. has full jurisdiction and is the highest tribunal of the Knights of Labor within its district. This D. A. through the D. A. Court, shall have power to decide all appeals and settle controversies within or between L. A.'s, subject to appeal to the G. A.; assess taxes for its maintenance and provide such legislation as may be deemed necessary for the good and welfare of the Order.

SEC. 3. The powers of this D. A. shall be legislative, judicial and executive.

SEC. 4. The legislative powers shall be reserved to this D. A., duly convened in session, except as hereinafter provided for, and shall extend to every

case of legislation not delegated or reserved to L. A.'s under its jurisdiction.

SEC. 5. The judicial powers of the D. A. shall be such as are prescribed in Article IV of the Constitution as laid down by the G. A.

SEC. 6. The executive powers of this D. A., when not in session, shall be vested in the D. M. W. and the Corresponding Delegates from the L. A.'s comprising the D. A.

ARTICLE II.

REPRESENTATION.

SECTION 1. This D. A. shall be composed of its officers and delegates of the L. A.'s acting under the jurisdiction of this D. A.

SEC. 2. L. A.'s shall be represented as prescribed in Article II, Section 1 of the Constitution.

SEC. 3. L. A.'s shall be represented as follows: Each L. A. shall be entitled to one delegate, who shall be their Corresponding Delegate. Each L. A. having one hundred members shall be entitled to two delegates, and one additional delegate for every one hundred members over the first one hundred. L. A.'s having more than one delegate shall designate who shall be Corresponding Delegate.

SEC. 4. The Delegates to the D. A. as herein prescribed, shall be elected at the first regular meeting of each L. A. in December, for the term of one year, commencing January the first.

SEC. 5. Any L. A. entitled to additional delegates as per monthly report preceding the regular annual meeting of the D. A., shall elect such delegates. Each L. A. entitled to but one delegate shall elect an alternate. Any member of a L. A. can be elected a delegate or alternate to the D. A., provided he has been a member in good standing for the space of six months, (if the L. A. has been founded that length of time,) and a faithful attendant at the meetings of the L. A.

ARTICLE III.

OFFICERS.

SECTION 1. The officers of this D. A. shall consist of D. M. W., D. W. F., D. R. S., D. W. T. and D. S., to be elected annually by ballot at such time as the D. A. may by law prescribe; and also D. U. K., D. I., D. I. E. and D. O. E., who shall be appointed at the sessions of the D. A. by the D. M. W. Their duties shall be such as are laid down in the Constitution of the G. A. as far as applicable, and such further duties as the D. A. By-Laws require.

ARTICLE IV.

DISTRICT COURT.

SECTION 1. The District Court shall be composed of three Judges, a Judge Advocate and a Clerk, to be chosen at the annual meeting of the D. A.

SEC. 2. It shall be the duty of the District Court to review and determine all cases appealed from the Court of an L. A., subject to the right of appeal from the decision of said District Court to the G. A.

ARTICLE V.

TIME OF MEETING.

SECTION 1. The meetings of the D. A. shall be held annually on the first Monday in March of each year.

SEC. 2. Any L. A. or members thereof desiring a special meeting of the D. A., shall present their application to the D. M. W., who shall bring the application before the Executive Board, and when approved by the said board, the D. M. W. shall notify the different L. A.'s for what purpose and at what time said meeting will be held.

ARTICLE VI.

DUTIES OF OFFICERS—THE D. M. W.

SECTION 1. The D. M. W. of this D. A. shall have general supervision over the D. A. as prescribed in the Constitution, and in addition to these duties, bring before the Executive Board all matters of importance. He shall have general supervision over the work of organization, with full power to authorize Local Organizers to proceed to any point where in his judgment their services may be required; and shall receive for his services as General Organizer, the sum of ninety dollars per month.

THE D. W. F.

SEC. 2. The D. W. F. shall assist the D. W. M. to preserve order, and appoint the minority of all committees. In the absence of the D. M. W. from the meetings of the D. A., he shall preside and perform the duties of the D. M. W.

THE D. R. S.

SEC. 3. The Central Office of the D. A. shall be under the charge of the D. R. S. He shall keep a true record of the proceedings of the meetings of the D. A. He shall keep a book account between the D. A. and each L. A. and shall receive all moneys from the L. A.'s due the D. A. and pay the same over to the D. W. T. He shall report at each meeting of the D. A. the condition of the L. A.'s, the number of L. A.'s organized, and the number of L. A.'s suspended and the cause thereof; the amount of moneys received, and shall make an itemized report of the expenses of his office monthly to the Executive Board, and shall make a report annually of the total expenses of his office to the D. A., and also report the workings of the standing committees and the Executive Board. He shall have charge of the seal and shall attend to and conduct all correspondence of the D. A. He shall

draw on the D. W. T. for the amount of his necessary expenses. He shall perform such other duties as may hereinafter be prescribed. He shall give to the Board of Trustees a bond, the same to be an individual bond, secured by real estate in an amount not less than one thousand dollars, with securities to be approved by the Executive Board, conditioned that he will pay over, at the expiration of his term of office, or sooner if required by the D. A., to his successor in office or such person as shall be designated by the D. A., all moneys, securities, evidences of debt, books, papers and properties of the D. A. under his control—said bond not to be filed later than thirty days after his election, and he shall receive for his services the sum of forty dollars per month. He shall also prepare and transmit monthly to each L. A. composing this District, a full and complete report, showing the condition of all the L. A.'s of the District.

THE D. W. T.

SEC. 4. The D. W. T. shall receive and take charge of all moneys ordered into his hands by the D. A., and pay all orders drawn on him by the D. R. S., when approved by a majority of the Trustees, for his office expenses and salary, and for strike benefits duly authorized by the D. A. or Executive Board. All other warrants must be ordered by the D. A. or Executive Board and shall be signed by the D. M. W. and D. R. S. of the D. A. He shall give to the Trustees of the D. A. a bond, the same to be an individual bond, secured by real estate, in an amount not less than one thousand dollars, with securities, to be approved by the Executive Board of the D. A., conditioned that he will pay over, at the expiration of his term of office, or sooner if required by the D. A., to his successor in office or such person as shall be designated by the D. A., all moneys, securities, evidences of debt, books,

papers and properties of the D. A. under his control; said bond to be filed not later than thirty days after his election.

THE D. S.

SEC. 5. The District Statistician shall collect from each Local Assembly in the District and from other available sources, all information possible of attainment, showing the condition of labor in this District. He shall also gather from the Local Statisticians, the names of all members of each Local Assembly; the amount of salary paid each member; and the removal from place to place of such members who may receive a Transfer Card. He shall also ascertain the number of unemployed members connected with each Local Assembly, and compile the same in his monthly report to the D. R. S. for publication; and shall receive for his services the sum of twenty-five dollars per month.

EXECUTIVE BOARD.

SEC. 6. The duties of the Executive Board shall be to act in conjunction with the D. M. W. in the general supervision of the business of the District; they shall constitute the committee on strikes and grievances and their decisions shall stand as law when the D. A. is not in session.

SEC. 7. They shall have power to call special meetings of the D. A. when the interests of the District may demand it. The D. M. W. shall notify the L. A.'s for what purpose and at what time said meetings will be held.

SEC. 8. Meetings of the Executive Board may be held by telegraph in manner described as follows: A representative on the Executive Board of any L. A. having a grievance, desiring to strike or in any other way desiring the protection of the D. A. shall transmit a full statement of the same by cypher telegram to the D. M. W. The D. M. W. shall then forward the same to all other members of the

Executive Board, and the Corresponding Delegate of each L. A. shall return the vote of his A. by cypher telegram within twenty-four hours. The D. M. W. shall then transmit the result of the vote to the L. A. having the grievance, and also to all the other L. A.'s composing the District.

ARTICLE VII.

DUTIES OF STANDING COMMITTEES—LAW.

SECTION 1. The committee on law shall examine all amendments to the D. A. By-Laws and prepare such additional laws as the best interests of the D. A. may require.

CLAIMS.

SEC. 2. The committee on claims shall examine all claims of the L. A.'s against the D. A., all claims of the D. A. against the L. A.'s or members thereof; they shall have power to summon witnesses and take testimony, also to demand books and papers necessary to a thorough investigation of each claim that may be brought before them; and when the D. A. is not in session, shall report to the Executive Board for action, with such recommendations as they may deem advisable.

ARTICLE VIII.

DUTIES OF THE CORRESPONDING DELEGATES.

SECTION 1. Each Corresponding Delegate shall report to the R. S. of the D. A. on the first of every month for the month previous, on blanks furnished by the D. R. S., the number of all members initiated, admitted by card, suspended and reinstated; the names of all rejected and expelled, stating dates and causes of rejection and expulsion; the names of deceased members, the number of men employed and the number unemployed; the amount of tax collected and forwarded to the R. S. of the D. A.,

the amount received from the Treasurer, if any; the amount paid out to sustain a strike of their L. A.; the date of the termination of each strike under the jurisdiction of their L. A.; the result, the condition of trade and the prospects in their L. A. They shall give such information as may be deemed important, and shall give their addresses to the R. S. of the D. A. All expenses incurred by them in the discharge of such duties shall be defrayed by their L. A.'s, and they shall perform such other duties as the D. M. W. may require. In case of failure to make said reports the L. A.'s shall be fined five dollars each for such neglect.

ARTICLE IX.

DUTIES OF THE TRUSTEES.

SECTION 1. The trustees of the D. A. shall consist of five members, to be chosen at the regular annual meeting of the D. A. The Trustees shall act as an advisory board with whom the D. A. officers shall consult on all matters, to be referred to Local Assemblies before deciding to withhold or reject the same. They shall exercise a general supervision over the property of the D. A. They shall provide for and receive from the D. W. T. and D. R. S. each, a bond in such amounts and with such securities as the D. A. may require. They shall, in conjunction with the D. W. T. and under their own signatures, deposit in the name of the D. A. the surplus funds of the D. A. in such bank or banks as the Executive Board may direct, and report the same to the D. A. for approval. The Treasurer, at the time of each deposit, shall receive a certificate of deposit and turn the same over to the Trustees.

ARTICLE X.

AUDITING COMMITTEE.

SECTION 1. The Auditing Committee shall consist of three members of the D. A. to be elected

annually, (no officer of the D. A. shall be eligible as a member of said committee.) They shall have the privilege at any time to examine the books of the D. R. S. and the D. T. They shall take an obligation for the faithful performance of their duties; they shall report at the regular annual meeting of the D. A., but should any irregularities occur during the time that the D. A. is not in session, they shall report the same to the Executive Board, which shall immediately investigate the same and take such action as they may deem necessary.

ARTICLE XI.

VACANCIES IN OFFICE.

SECTION 1. Should the office of D. M. W. become vacant, the D. R. S. shall call a meeting of the Executive Board in the manner hereinbefore described (by telegraph) and the Executive Board shall elect a D. M. W. to serve until the next annual meeting of the D. A., at which meeting the D. A. shall elect a D. M. W. in the manner prescribed by law.

SEC. 2. Vacancies in the office of D. W. T. or D. R. S. may be filled by the D. M. W., subject to the approval of the Executive Board.

ARTICLE XII.

REVENUE.

SECTION 1. The per capita tax of the D. A. shall be ten cents per month. Each L. A. shall pay to the D. R. S. ten cents per month for each and every member in good standing, as per monthly report. Any L. A. failing to pay to the D. A. said tax for the period of three months, shall not be entitled to receive financial aid from the D. A., and delegates of said L. A. shall be deprived of their seats in the meetings of the D. A. until said taxes have been paid.

ARTICLE XIII.

APPOINTMENT OF COMMITTEES.

SECTION 1. At the regular meeting of the D. A., the D. M. W. and the D. W. F. shall appoint the Committees on Laws and Claims, the D. M. W. appointing the majority and the D. W. F. the minority of said committees.

REPORTS OF COMMITTEES.

SEC. 2. All reports of standing and special committees, and resolutions, must be made in writing, and, after being read, placed on the Secretary's desk.

ARTICLE XIV.

STRIKE LAWS AND FUNDS.

SECTION 1. Any L. A. requiring the assistance of this D. A. to vindicate its rights and privileges under the Constitution, shall be required to conform to the following sections, and shall await an official answer.

SEC. 2. The Corresponding Delegate of each L. A. shall properly compile and transmit to the M. W. of the D. A. a bill of grievance, signed by the M. W. and R. S., and attested by the seal of the L. A. thereof. When a L. A. wishes to make application for authority to strike, or is locked out, the ayes and nays shall be taken at a regular or special meeting of the L. A. called for that purpose, and it shall require two-thirds of the members present to adopt the motion. The result of the vote shall be returned to the M. W. of the D. A. by telegraph. The bill of grievance shall contain a clear and concise statement of all matters pertaining to the grievance under consideration, also the number of members involved, married or single, or single men who have others depending upon them; total number in L. A.; total number voting on the circular; cash in the treasury; amount of money due the L. A. subject to order.

The D. M. W. on receipt of the bill of grievance, shall prepare a statement to be appended thereto of the exact amount of money that will be required weekly from each L. A. to sustain said strike, if sanctioned, and such other information as may be in his possession, and shall forward a copy to each Corresponding Delegate, who shall return the same by telegraph to the D. M. W. within twenty-four hours, with the full vote which his L. A. may be entitled to according to the basis of representation in the D. A.

Any Corresponding Delegate failing to return to the D. M. W. the vote of his L. A., said Corresponding Delegate shall be fined the sum of ten dollars; said fine shall be charged to the L. A. and collected in the same manner as the D. A. tax. If, at the expiration of forty-eight hours, the D. M. W. shall find that two-thirds of the votes are in the affirmative, he shall notify the L. A. that the strike or lock out has been sanctioned, and action thereon shall be taken by said L. A. within three days after receipt of said notice. It shall require a two-thirds vote of the members present to authorize a strike after authority to strike has been given by the D. A.

Members ordered to strike shall receive the following sums per week: single men, five dollars; married men, seven dollars; single men who have others dependant upon them, seven dollars.

SEC. 3. When two or more L. A.'s desire to strike jointly, each L. A. involved shall proceed as per Article XIV, Section 2, and when said bills of grievance shall have been duly prepared by each L. A., and before submitting them to the D. M. W., the M. W. and R. S. of each L. A. shall endorse the said bills of grievance and attest them with the seal of their respective L. A.'s. The Corresponding Delegates of the L. A.'s involved shall prepare a joint statement of the objects and benefits to be obtained by said strike. The D. M. W. on receipt of said bills and statements, shall issue a joint circular,

SEC. 4. All statements, communications or votes made by telegraph shall be duplicated by mail to the D. R. S., to be kept on file in his office for reference.

ARTICLE XV.

SECTION 1. No office can institute a strike except by a two-thirds vote of the members of the L. A., provided that no action shall be taken in reference to a strike until all members of the L. A. shall have been notified that such action was to be taken at such meeting, and subject further to the decision of the Executive Board as hereinbefore provided.

SEC. 2. Members of this D. A. failing to comply with Section 1, Article XIV, shall not receive the financial support of the D. A.

SEC. 3. No strike can be instituted until after all attempts at arbitration have failed. A committee of arbitration consisting of not less than three and not more than five, shall be appointed to negotiate between employer and employee to effect a satisfactory result.

ARTICLE XVI.

RULES AND REGULATIONS FOR THE DISTRIBUTION OF MONEY TO MEMBERS ON A STRIKE.

SECTION 1. No money shall be distributed except in the manner hereinafter prescribed.

SEC. 2. Money shall be disbursed upon the pay roll furnished by the D. A.

SEC. 3. Pay rolls shall, under no circumstances, be made out in less than triplicate; one to be sent to the M. W. of the D. A., through the Corresponding Delegate; one to the L. A. for which disbursements are to be made, and one to the paymaster making such disbursements.

SEC. 4. After the members of any L. A. shall have received legal permission to strike, the L. A.

shall, at a regular meeting, (of which previous notice has been given) proceed to choose two competent persons to have charge of all disbursements; the first chosen to act as clerk, the second as paymaster.

SEC. 5. All L. A.'s under the jurisdiction of this D. A. shall forward their pay rolls, properly signed, to the D. M. W., who, on receipt of said pay rolls, shall draw on the D. T. for the amount therein stipulated and shall forward the same to the Corresponding Delegate, who shall, on receipt of said money, pay the same to the paymaster, taking his receipt therefor; and the paymaster shall on a stipulated day and hour, pay the same to members on a strike.

SEC. 6. No L. A. shall have the power to place the name of any member on the pay roll except the whole number and the number of each class specified in the bills of grievance, submitted by the Corresponding Delegate. Any member leaving the locality for the purpose of procuring employment, in order to receive his weekly benefits shall report by letter to the clerk, who shall have power to sign his name to the pay roll. Any member who shall procure employment shall immediately notify the clerk of the fact and his name shall be taken off the pay roll.

SEC. 7. The clerk shall prepare all pay rolls in triplicate, review the signatures of all the members entitled to receive money, add up and sign them before submitting them. He shall prepare weekly a consolidated statement of all receipts and disbursements of the paymaster, and shall forward the same to the D. M. W., and at the termination of each strike or lock out, he shall prepare a consolidated statement of all moneys received and disbursed during such strikes or lockouts, to be submitted to the D. M. W. The clerk shall have the use of all receipts and vouchers in the paymaster's possession for the purpose of making his statement.

ARTICLE XVII.

THE CLOSING OF STRIKES.

SECTION 1. The Executive Board of the D. A. shall have power at any time to investigate the condition of any strike that has been authorized, and when satisfied from facts and information in their possession that a strike is lost, and the best interests of the District demand that the financial aid of the District be withdrawn, a circular shall be issued setting forth the facts and condition of said strike, to be forwarded to the Corresponding Delegate of each L. A., and the vote taken thereon shall be: "Shall the financial aid be suspended?"

SEC. 2. The Corresponding Delegate shall return to the D. M. W. within twenty-four hours, the full vote to which his L. A. is entitled, according to the basis of representation in the D. A. (All L. A.'s failing to vote shall be counted in the affirmative.)

SEC. 3. If two-thirds of the votes are in the affirmative, the D. M. W. shall give at least two week's notice, when the financial aid shall cease.

SEC. 4. When an office has instituted a strike in conformity with the laws of the D. A., no L. A. shall have power to declare such strike at an end without the consent of the D. M. W.

SEC. 5. All strikes are at an end when their demands or objects are obtained.

ARTICLE XVIII.

OSTRACIZED MEMBERS.

SECTION 1. Any member in good standing in this District who may be thrown out of employment for acting as a member of the Executive Board or following out the instructions of his L. A., who may be discharged on account of asking for such wages as may be deemed proper, or from any difference arising between employer and member; or if any member be ostracized for union principles, then a committee

shall be appointed to inquire into the same, and the D. M. W. shall have power to demand the testimony taken in such cases, if deemed necessary. Upon receiving a favorable report, signed by the M. W. and R. S. of the L. A. under whose jurisdiction the difficulty arose, the D. M. W. in conjunction with Executive Board, shall have power, when satisfied from the facts and information received, to order the weekly strike allowance to be paid to such member until he procures employment, or until such time as the D. M. W. and Executive Board deem it advisable to stop such allowance.

SEC. 2. Should more than three members under the jurisdiction of this District be ostracized or discharged at any one time, as per Section 1, Article XVIII, the Executive Board shall have power, if deemed necessary, to levy an assessment to pay said benefits.

SEC. 3. All such claims must be presented at the first meetings of the L. A. after such discharge, or within four weeks.

ARTICLE XIX.

TRANSFER CARDS.

SECTION 1. Members moving from one place to another shall provide themselves with regular Transfer Cards of the Order, said cards to be deposited with the Telegraphers Assembly of the city or town in which they take up their residence, within one month from date of issue.

ARTICLE XX.

L. A. BY-LAWS.

SECTION 1. The By-Laws of each L. A. under the jurisdiction of this D. A. and all amendments thereto, except such as relate to time and place of meeting, must be submitted to the D. M. W. before

being printed, for examination and correction, and, after printing, an attested copy shall be transmitted to the D. R. S.

SEC. 2. A fac simile of the seal of each L. A. shall likewise be transmitted to the D. R. S.

ARTICLE XXI.

AMENDMENTS.

SECTION 1. These laws can be amended or altered at the regular and special meetings of the D. A. by a two-thirds vote of the members present. Such amendments or alterations must be made in writing and submitted to the Committee on Laws, not less than two weeks prior to said meeting.

SEC. 2. Cushing's Manual shall be taken as authority in the decision of all questions of parliamentary practice not otherwise provided for.

SPECIAL NOTICE.

The *per capita* tax to the G. A. is six cents per quarter for every member in good standing on the first of January, April, July and October of each year, said tax to be sent direct to the Grand Secretary and not to the District Secretary.

The section of the quarterly report intended for the Grand Secretary *must* be forwarded direct to his office and not through the District Secretary.

A member drawing a card on or before the fifteenth of the month, must pay only to the first of that month; if a card is drawn on or after the sixteenth of the month, the member must pay to the first of the following month.

All persons being initiated on or before the fifteenth of the month, must pay dues from the first of the month; all persons initiated after the fifteenth of the month, must pay only from the first of the following month.

All orders for supplies, such as Travelling Cards, Transfer Cards, Withdrawal Cards, A. K.'s, Seals, etc., should be sent direct to the Grand Secretary.

The *per capita* tax to the D. A. is ten cents per month, payable in advance, on all members in good standing the first day of each month, and that said tax *must* be sent to the District Recording Secretary with the regular monthly report.

Members are in good standing until they have been suspended by a vote of the Assembly. Members cannot be suspended for non-payment of dues unless they are three months in arrears. Members sus-

pended for this cause become members in good standing upon payment of all back dues, without a vote of the Assembly.

Per capita tax is payable on all members carried on the Roll Book as not transferred, withdrawn, suspended or expelled.

The password for L. A.'s of D. A., No. 45, is changed quarterly, on the first of January, April, July and September, of each year. Members of Telegraphers Assemblies in possession of the local password can gain admittance to any Assembly in this District without Transfer Cards, provided they can otherwise prove their membership if required.

Candidates for initiation should be asked if they have ever been members of Telegraphers Assemblies, and if so, why they have not secured Transfer Cards. The initiation should be delayed until full information has been received from the Assemblies they were formerly members of.

"Any member who takes the place of a brother while that brother is resisting the encroachments of unjust employers, is guilty of violation of his obligation, and shall be tried accordingly; taking a brother's place is not 'extending a helping hand.'"

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